



City of San Antonio Economic Development Department



SAN  ANTONIO



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SECTION I.

Incentives





TAX ABATEMENT

The City offers a Tax Abatement of up to 100% on real and/or personal property taxes on improvement values for a maximum term of up to 10 years. Applicants will be required to complete an application and submit an application fee. Individual Tax Abatement applications are subject to final negotiation and approval by City Council.

Program Eligibility Criteria:

Project must meet certain minimum capital investment wages and/or job creation requirements:

- ☐ A project may be eligible for a tax abatement if the company is a Targeted Industry: aviation/aerospace, biotechnology, creative services, information technology and security, finance, logistics and distribution, telecommunications, agribusiness, manufacturing, corporate and regional headquarters, or Central City multi-family rental only housing or mixed-use project. **Retail Facilities serving local end users are not eligible for a tax abatement.**
- ☐ **Living Wage Requirement:** This wage is based on the poverty level for a family of four, as determined annually (January) by the U.S. Department of Health and Human Services (HHS). As of January 2009 this wage is \$10.60 per hour.

Median Hourly Wage for Manufacturing: This wage reflects the annual median hourly wage for all manufacturers in the San Antonio Metropolitan Statistical Area and is updated in May of each year. As of December 2008, this wage is \$13.46 per hour.

Median Hourly Wage for All Industries (Companies): This wage reflects the annual median hourly wage for all industries in the San Antonio Metropolitan Statistical Area and is updated in May of each year. As of December of 2008, this wage is \$12.76 per hour.

- ☐ Company must provide access to health care benefits for full-time employees and dependents.
- ☐ Individual tax abatement applications are subject to City Council approval and should be submitted at least 30 days prior to the start of construction.
- ☐ Term of an abatement may extend up to 10 years, depending on project location (See attached map).
- ☐ Projects over the Edwards Recharge Zone are not eligible for an abatement (See attached map).

The following matrix outlines the eligibility for the different levels of job creation and capital investment.



TAX ABATEMENT

How to Apply:

The following table summarizes the amount of potential tax abatement based on investment, job creation and location of the project:

Abatements Available at Minimum Levels of Capital Investment & Job Creation	County of Bexar	
	6-Year Term Area	10-Year Term Area
Investments in Real & Personal Property	\$10 Million Combined	\$1 Million Combined
New Full-Time Jobs	100	25
Potential Tax Abatement	40% Real <u>or</u> Personal Property	40% Real <u>and</u> Personal Property

A project with exceptional capital investment, wages and/or job creation will be considered on a case-by-case basis for additional incentives based upon its value to the community. Projects will also be considered on a case-by-case basis whose activities align with County areas of emphasis such as environmental technology, information technology, automotive manufacturing, or which otherwise directly advance County goals such as environmental sustainability or economic sustainability and growth.

Abatements Available at Minimum Levels of Capital Investment & Job Creation	City of San Antonio	
	6-Year Term Area	10-Year Term Area
Investments in Real & Personal Property	\$5 Million Combined	\$1 Million Combined
New Full-Time Jobs (Note 1)	50	25
Potential Tax Abatement	up to 75% Real and Personal Property (Notes 2, 3, 4)	up to 100% Real and Personal Property

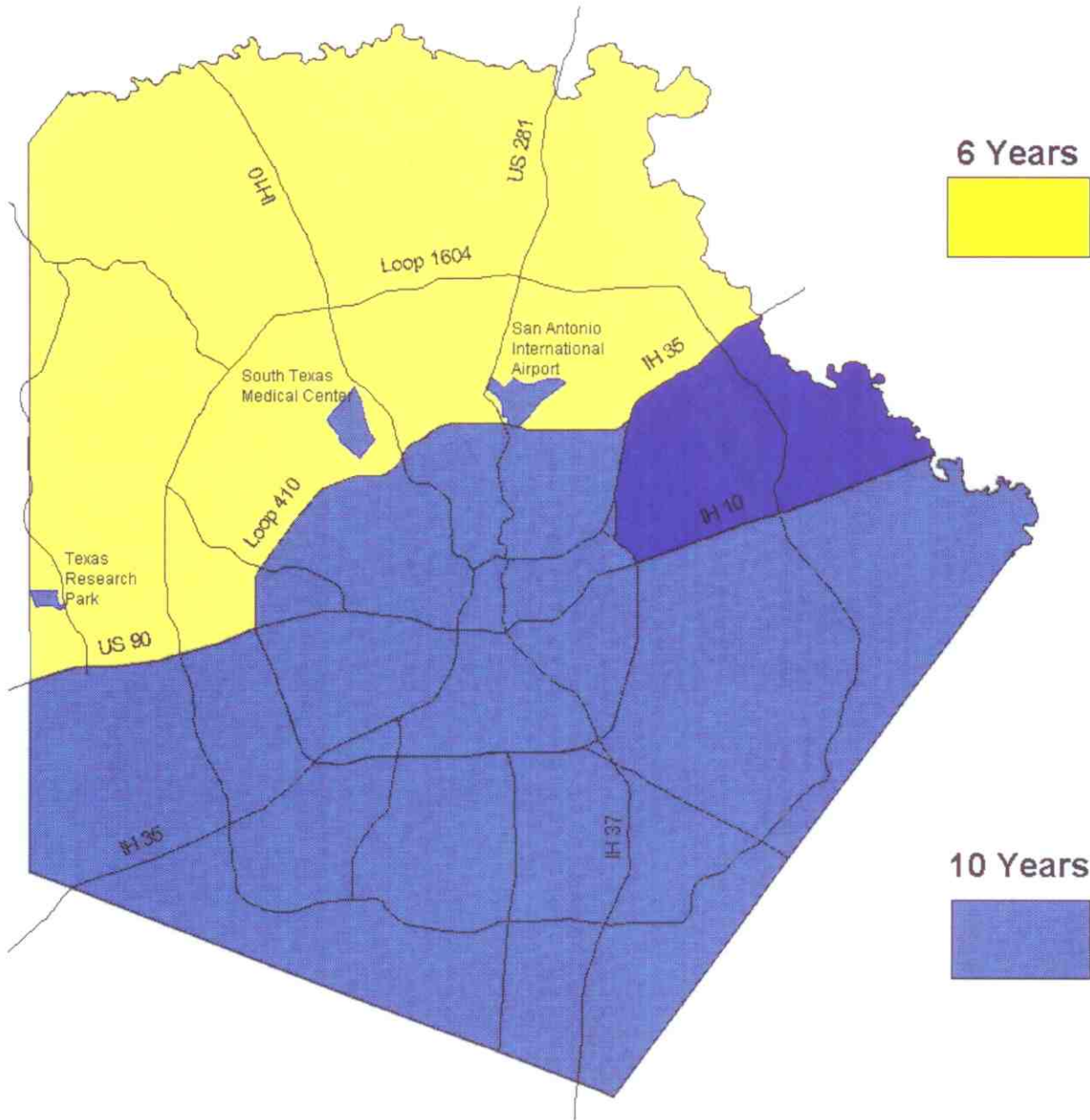
A project with exceptional capital investment and/or job creation will be considered on a case-by-case basis for incentives based upon its value to the community.

Notes:

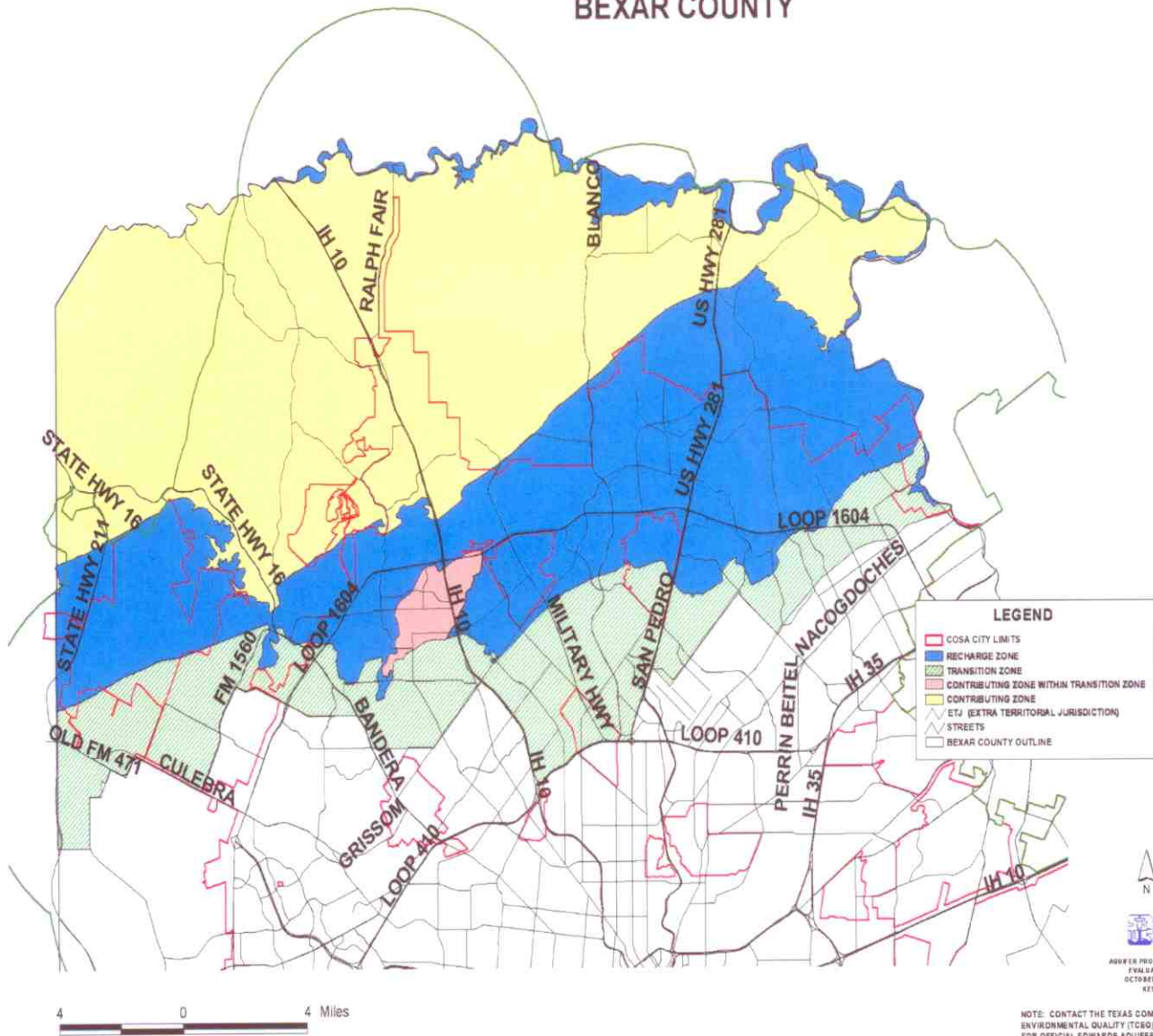
- (1) Downtown multi-family rental only housing and mixed use projects are exempt from job creation requirements.
- (2) Based upon meeting Leadership in Energy and Environmental Design (LEED) Green Building Rating System™ standards the project may receive 10% additional abatement for Certified, 20% for Silver/Gold, and 25% for Platinum. The City may also consider granting an additional proportional abatement percentage if the project meets certain City adopted high performance building measures as recommended by the Office of Environmental Policy.
- (3) If a project elects to enroll in CPS Energy's Windtricity or another CPS Energy renewable energy program, the project may receive an additional 1% abatement for every 1% of Windtricity or other renewable product purchased or installed up to 25%.
- (4) If a company pays new and existing employees an hourly wage of 25% or greater above the wage requirement, the company may receive an additional 25% abatement.

For additional information or to apply, please call (210) 207-8080.

Proposed Tax Phase-In Terms by Targeted Areas



EDWARDS AQUIFER RECHARGE ZONE BEXAR COUNTY



Note: Projects over the recharge zone are not eligible for an abatement.



FREEPORT EXEMPTION

Program Description:

The City of San Antonio, Bexar County and two local City independent school districts (Judson ISD and San Antonio ISD) allow personal property tax exemptions for companies that deal with goods-in-transit or inventories used in the manufacturing process.

A Constitutional Amendment adopted in 1989 by the State of Texas authorized a type of property tax exemption for items classified as "Freeport Property." Freeport Property includes various types of goods that are detained in Texas for a short period of time (175 days or less). The exemption provides a business incentive that can be used to promote the growth and expansion of businesses, particularly those engaged in logistics and distribution.

- ☐ Freeport property, by definition, includes goods, wares, merchandise, and certain aircraft and aircraft parts.
- ☐ Freeport property does not include oil, natural gas, and other petroleum products.
- ☐ Freeport property qualifies for an exemption from *ad valorem* taxation only if it has been detained in the state for 175 days or less for the purpose of assembly, storage, manufacturing, processing, or fabricating.
- ☐ To receive the exemption, eligible inventory must be transported to destinations outside of Texas no later than 175 days after the date acquired or imported into Texas.
- ☐ Types of companies currently receiving Freeport tax exemptions include: automakers, computer manufacturing, beverage producers, warehousing and distribution facilities, and medical supply companies.

Program Eligibility Criteria:

- ☐ Any company locating within Bexar County, which has goods in transit, is eligible for this incentive. The amount of the exemption increases or decreases depending on location.
- ☐ The goods must be in Texas only for a limited purpose, such as for storage or factory processing.
- ☐ Taxable inventories must be moved outside of the State of Texas within 175 days.

Program's Benefits:

- ☐ Exemption of up to 100% of personal property taxes on goods-in-transit or inventories used in a manufacturing process and the inventory items are moved out of state within 175 days.

How to Apply:

For additional information visit www.bcad.org/PDFs/PP_FreeportExemptionGuidelines.PDF or to apply, please call the Bexar Appraisal District (BAD), Personal Property Department, at (210) 242-2468.



ECONOMIC DEVELOPMENT BRIEFING TEAM

Program Description:

The City of San Antonio, together with various public service utility companies, formed the San Antonio Site Development Briefing Team to provide an overview of the site development process. This team facilitates the process by serving as the direct, immediate line to key decision-makers that can troubleshoot and resolve problems encountered in the development and permitting process, such as issues related to local subdivision, uniform building, and the uniform fire codes.

Program Eligibility Criteria:

Available to businesses locating within the City of San Antonio.

Program's Benefits:

The team describes the development process, identifies applicable codes, regulations and clarifies code requirements. This courtesy briefing and conceptual plans review does not replace the Preliminary Plans Service process or the regular Subdivision and Construction processes.

The briefings are tailored to the scope of the development and may require the participation of the following entities:

■ Development Services Department	■ San Antonio Water System (water)
■ Public Works Department	■ Police Department
■ City Public Service Energy (electric/gas)	■ Health Department
■ Texas Commission on Environmental Quality	■ Other City Departments as necessary

Businesses requesting Briefing Team services will submit a Data for Briefing Team Evaluation form available at the First Point Business Information Office. A seven (7) day notice is requested.

How to Apply:

For additional information or to apply, please call (210) 207-3900 or visit our Web site at www.sanantonio.gov/edd. The Briefing Team is located in the Development and Business Services Center at Frost Bank Tower, 100 W. Houston Suite 1900, San Antonio, Texas 78205.



SECTION II.

Targeted Investment Areas





STATE ENTERPRISE ZONE PROJECT DESIGNATION

Program Description:

An Enterprise Zone (EZ) is an economic development tool that allows the community to partner with the State to offer a package of local and state tax and regulatory benefits to assist businesses seeking to locate, expand or retain jobs in economically distressed areas. Within the City of San Antonio, all census tract block groups, in which at least 20% of the residents have an income at or below 100% of the federal poverty level, now qualify as State Enterprise Zone areas. In addition, the area encompassing the City's Federal Empowerment Zone (EZ) qualifies as a State Enterprise Zone (see attached federal EZ map). This area includes three EZ developable sites--KellyUSA, Brooks City-Base and the Fredericksburg Road Business Corridor. By locating within a State EZ, a company is eligible to apply for EZ project designation, subject to approval by City Council and the State of Texas.

Program Eligibility Criteria:

- ☐ Expansion must take place within a State-designated Enterprise Zone.
- ☐ To qualify for these state EZ benefits, 25% of all new hires must be economically disadvantaged or zone residents.
- ☐ If the project is not in the zone, companies may still be designated as EZ projects if 35% of all new hires are economically disadvantaged or zone residents.
- ☐ Project designation must be in place within 90 days of any purchases or new hires to receive benefit from this program.
- ☐ City Council must nominate companies for Enterprise Project designation and the State must approve Enterprise Project designation.

Program's Benefits:

- ☐ Designated projects are eligible for state sales and use tax refunds on taxes paid for equipment and machinery, materials used in building a new structure, taxable services, and electricity/natural gas used in zone business operations. Designation projects are also eligible for state franchise tax credits based on job creation and capital investment.

Sales and Use Tax Refunds:

The following investment and sales tax refund thresholds are effective September 1, 2003:

- An investment of \$40,000 - \$399,999 will result in a refund of up to \$2,500 per job with a maximum refund of \$25,000 for the creation or retention of 10 jobs.

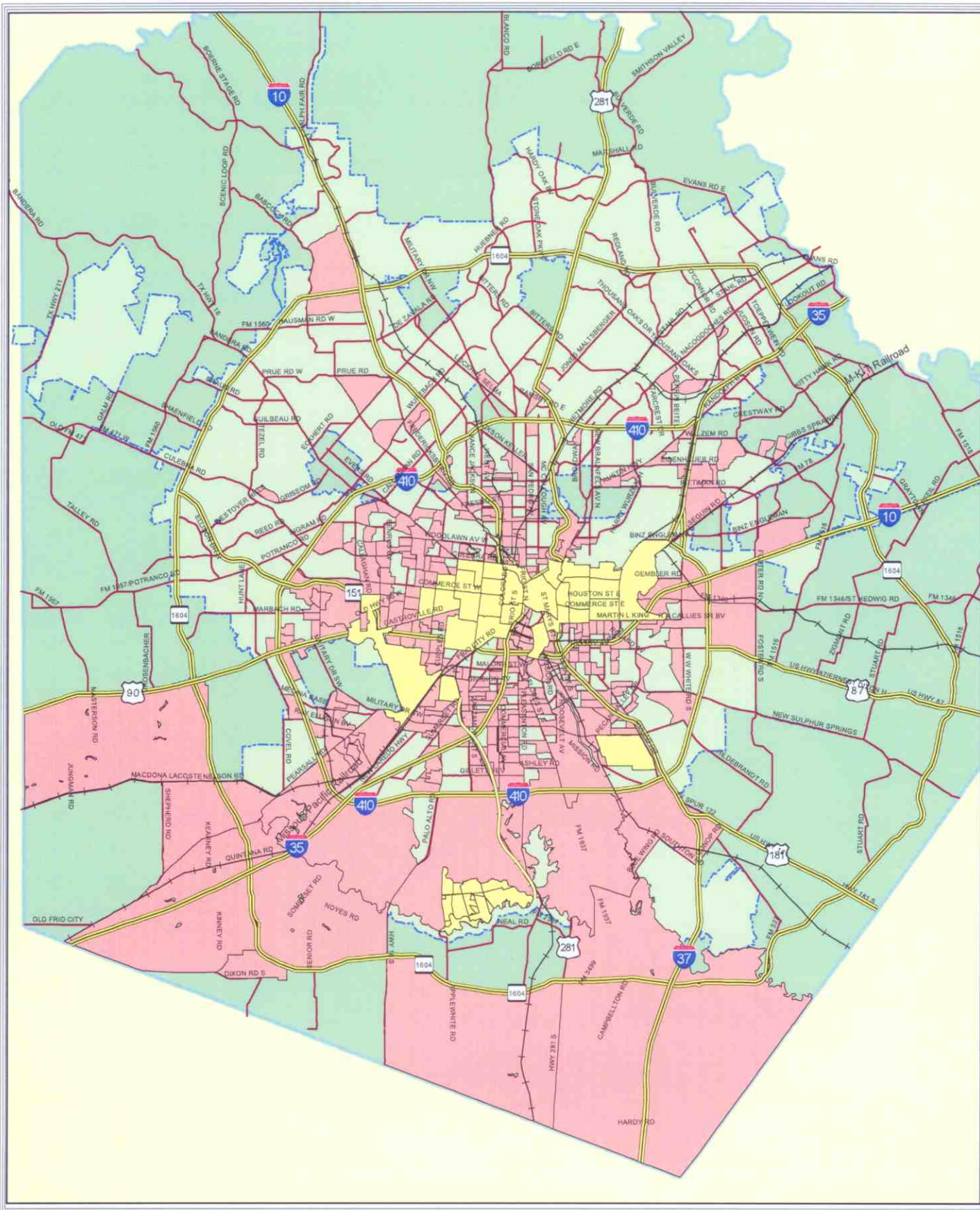
An investment of \$400,000 - \$999,999 will result in a refund of up to \$2,500 per job with a maximum refund of \$62,500 for the creation or retention of 25 jobs.

STATE ENTERPRISE ZONE PROJECT DESIGNATION CONT'D.

- An investment of \$1,000,000 - \$4,999,999 will result in a refund of up to \$2,500 per job with a maximum refund of \$312,500 for the creation or retention of 125 jobs.
 - An investment of \$5,000,000 - \$149,999,999 will result in a refund of up to \$2,500 per job with a maximum refund of \$1,250,000 for the creation or retention of 500 jobs.
 - An investment of \$150,000,000 - \$249,999,999 will result in a refund of up to \$5,000 per job with a maximum refund of \$2,500,000 for the creation or retention of 500 jobs.
 - An investment of \$250,000,000 or more will result in a refund of up to \$7,500 per job with a maximum refund of \$3,750,000 for the creation or retention of 500 jobs.
- On taxes paid for labor to remodel, rehabilitate, or construct a structure, purchase of building materials, machinery/equipment, electricity and natural gas purchased and consumed in the normal course of business in the enterprise zone.

How to Apply:

For additional information or to apply, please call (210) 207-8080.



Map Created by: Ruben A. Davila
 Map Creation Date: August 5, 2004
 Map file location: C:\EconDev\Empowerment Zone ArcGIS Files
 PDF file name: Enterprise Zone Census Tracts

"The Geographic Information System Product prepared from The City of San Antonio is provided 'as is' without warranty of any kind, and the City of San Antonio expressly disclaims all explicit and implied warranties, including but not limited to the implied warranties of merchantability and fitness for a particular purpose. The City of San Antonio does not warrant, guarantee, or make any representation regarding the use, or the results of the use, of the information provided to you by the City of San Antonio in terms of correctness, accuracy, reliability, timeliness or otherwise. The user will be responsible for any information derived from the City of San Antonio in reliance on the information provided by the user."

When used for non-representational City of San Antonio Department for public information.

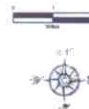
City of San Antonio Planning Department GIS Manager: Wendy Woodruff, wwoodruff@sanantonio.gov. Maps may be printed at (210) 207-7853.

Date: Source: City of San Antonio, Department GIS, Base Map 011, Base Map Area District.

Texas Enterprise Zone Eligible Areas

San Antonio and Bexar County

- Block Groups with > 20% Poverty Rate
- Federal Empowerment Zone Areas



City of San Antonio
 Economic Development Department
 Director, Economic Development
 City Hall
 100 Military Plaza 4th Flr
 San Antonio, Texas 78205





SAN ANTONIO EMPOWERMENT ZONE

Program Description:

San Antonio was one of eight cities throughout the country designated a Round III Empowerment Zone (EZ) by the U.S. Department of Housing and Urban Development. This designation allows businesses to receive wage credits, deductions, capital gains incentives, and bond financing to help stimulate investment and job creation in targeted areas of the City through December 2009. In addition, the EZ designation provides the City priority in funding health, education, and human services through the federal government.

Program Eligibility Criteria:

To be eligible for the EZ program incentives (with the exception of the Welfare-to-Work and Work Opportunity Tax Credit and Brownfields clean up cost deduction) a business must locate in the Empowerment Zone (See map). If you require assistance determining eligibility, please call (210) 207-8080.

Wage Credits:

- ☐ **Employment Zone Wage Credit:** A federal tax credit of up to \$3,000 (20% of the first \$15,000 in employee wages) per employee. The credit is available to businesses that hire residents of the EZ. The credit applies to new hires and existing employees and can be received for each of the years that the EZ is in existence.
- ☐ **Work Opportunity Tax Credit:** A federal tax credit of up to \$2,400 (40% of the first \$6,000 in employee wages) per qualified employee. Employees that qualify include recipients of public assistance including: veterans, ex-felons, food stamp recipients, supplemental security income recipients, youths ages 16-24, and vocational rehabilitation agency referrals that live in the EZ. This credit is limited to the first year of employment. This credit may be taken in addition to EZ wage credit, but not in conjunction with the Welfare-to-Work Tax Credit.
- ☐ **Welfare-To-Work Tax Credit:** A two-year federal tax credit of up to \$8,500 (35% of the first \$10,000 paid in the first year and 50% of the first \$10,000 paid the second year) for employers who hire residents that have received Temporary Aid for Needy Families (TANF) for 18 consecutive months.

Deductions:

- ☐ **Increased Section 179 Expensing:** Allows businesses to claim increased Section 179 deduction, up to \$35,000 for property acquired after December 31, 2001. Can be claimed on certain depreciable property, such as equipment and machinery (IRS Tax Form 4562).
- ☐ **Environmental Cleanup Cost Deduction:** Businesses can elect to deduct qualified cleanup costs of hazardous substances in certain areas in the tax year the business pays or incurs the costs.

Capital Gains Incentives

- ☐ **Non-recognition of Gain on Sale of Empowerment Zone Assets (EZAs):** For capital gain on EZAs (stock, partnership interests, and business property) of an Empowerment Zone Business held for more than 1 year is not recognized if replacement EZAs is acquired within 60 days.

- ❑ **Partial Exclusion of Gain from Sale of Empowerment Zone Stock:** Excludes 60 percent of the gain on sale of small business stock of a C-Corporation that is an "Empowerment Zone Business" located in an EZ if the stock is held for at least 5 years.

SAN ANTONIO EMPOWERMENT ZONE (Continued)

Bond Financing:

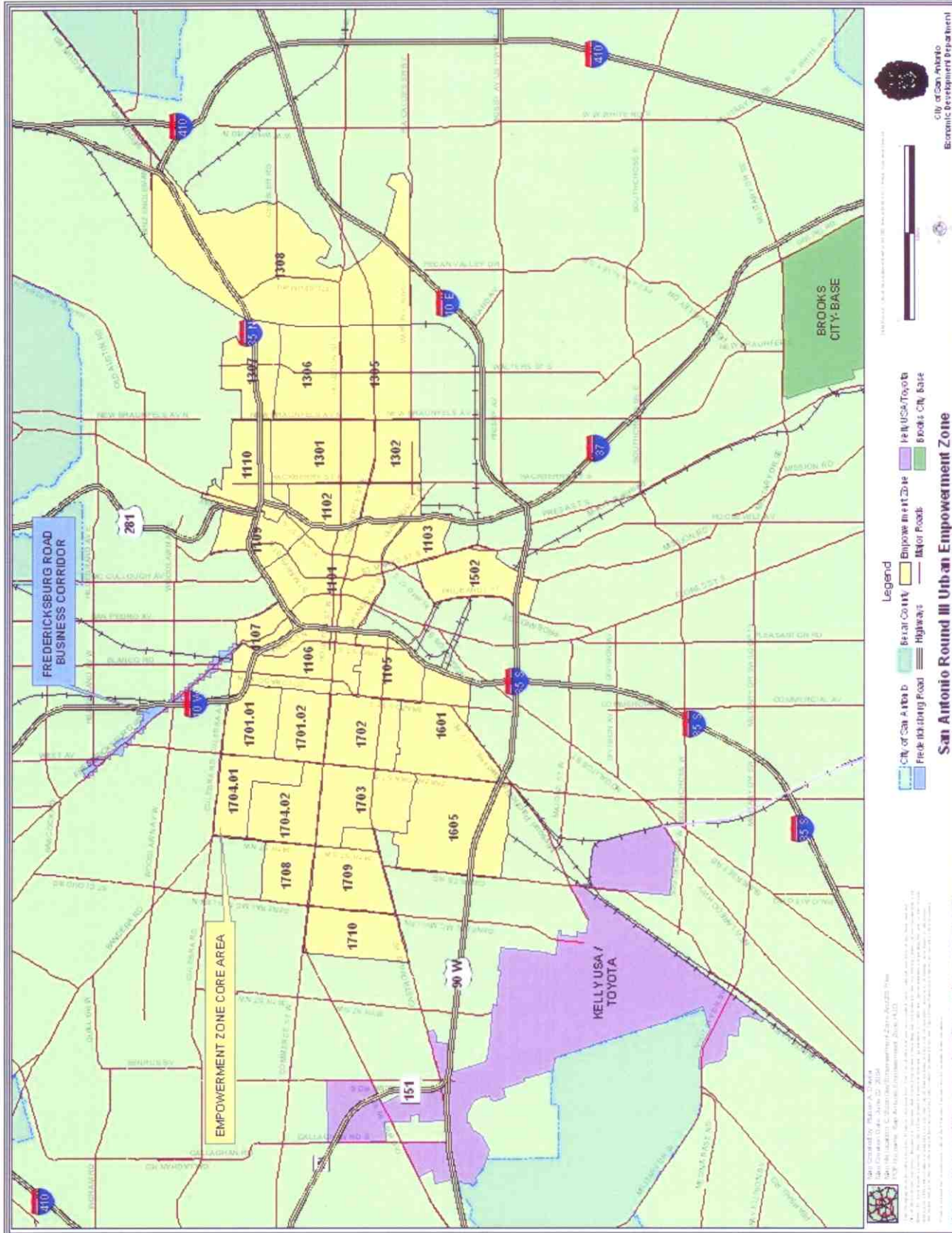
- ❑ **Empowerment Zone Facility Bonds:** Low interest loans with a longer term than conventional financing to qualified Empowerment Zone businesses with large capital needs (\$2 million or greater) and a letter-of-credit from a bank. Requires hiring 35% of business workforce from the Empowerment Zone.

Program Benefits:

- ❑ Federal employment tax credit retroactive up to three years with any unused credit eligible to be carried forward for 20 years for any for-profit entity hiring out of targeted populations, such as EZ residents.
- ❑ Increased depreciation deduction the first year an asset is put into service.
- ❑ Improved cash flow through lower interest rate and longer term on non-residential development projects \$8 million or greater, located in and hiring 35% of its workforce from the EZ.
- ❑ Non-recognition on part or all capital gains associated with an "Empowerment Zone Business" as defined by IRS publication 954.

How to Apply:

For additional information on how to apply for EZ benefits, please call (210) 207-8080.





FOREIGN TRADE ZONE (FTZ)

Program Description:

San Antonio is home to Foreign Trade Zone (FTZ) No. 80, with the designation of ten FTZ sites. Businesses can locate at existing sites, or apply for designation as a new General Purpose or Subzone. A General Purpose is established for multiple users and multiple functions; however, a Subzone is a limited purpose site that cannot be accommodated within an existing site.

The various advantages of an FTZ zone include: (1) duty reduction and elimination (tariffs on foreign goods coming into the U.S.; (2) duty deferral until merchandise is imported from the FTZ into the United States); (3) and direct delivery (improves efficiency in the supply chain). FTZ's offer businesses a way to mitigate the costs associated with trade and allow the United States economy to enjoy relatively greater benefits from its free trade initiatives. Furthermore, an FTZ status allows a business to import/export foreign goods or materials, place their goods in the zone, without formal U.S. Customs entry and excludes paying formal duties, or government excise taxes, until the product enters the United States market. At this point, duty is paid on either the final product, or its component parts, whichever is lower. This allows a business to significantly cut business costs and improve return-on-investment and cash flow.

Merchandise admitted into the FTZ can be:

- | | |
|-----------------|--------------|
| ■ Stored | ■ Exhibited |
| ■ Assembled | ■ Repaired |
| ■ *Manufactured | ■ Sampled |
| ■ Salvaged | ■ Relabeled |
| ■ Mixed | ■ Repackaged |
| ■ Processed | ■ Tested |
| ■ Manipulated | ■ Destroyed |

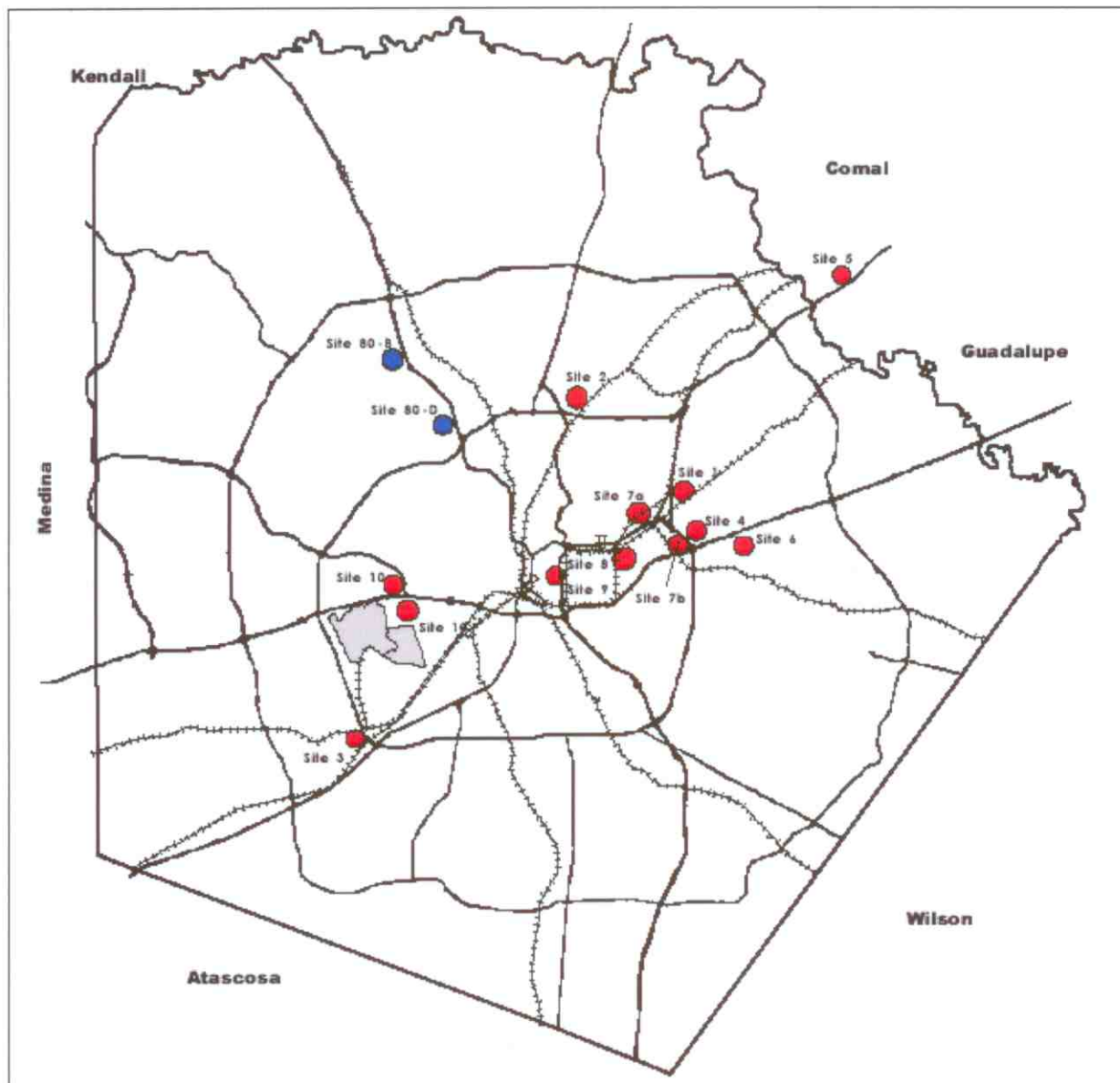
***Special Authorization Required**

Program Eligibility Criteria:

To receive FTZ benefits, a company must locate within any of the City's existing ten General Purpose FTZ sites. If our General Purpose sites do not suit your company's needs, the Economic Development Department will help you obtain FTZ sub-zone designation (See attached FTZ map).

How to Apply:

For additional information or to apply, please contact Carmelina Rocha Davis, Sr. Economic Development Specialist, City of San Antonio at (210) 207-6529 or Noel Olgin, Director of Foreign Investments, Free Trade Alliance San Antonio at (210) 229-9036, ext. 22.



Prepared by the City of San Antonio
Planning Department
Date: 09/01/2001
Source: Economic Development Department

Foreign Trade Zone No. 80



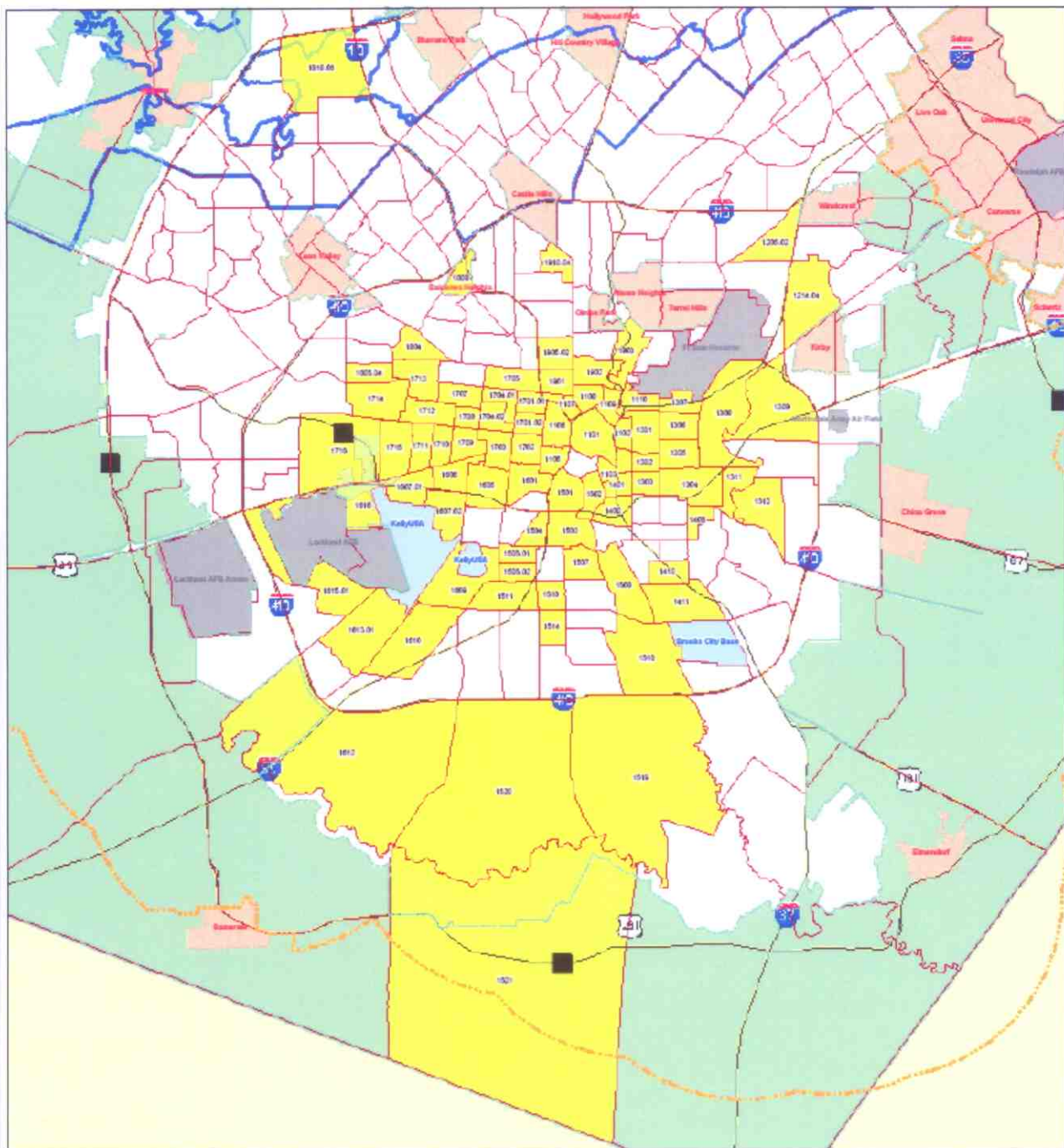
GENERAL PURPOSE SITES

- Site 1: San Antonio Distribution Center
- Site 2: San Antonio International Airport Cargo Facilities
- Site 3: Freeport Business Centre
- Site 4: Cornerstone Business & Industrial Park
- Site 5: Tri-County Business & Industrial Park
- Site 6: Foster Ridge Industrial Park
- Site 7a: Binz-Engleman Center
- Site 7b: City Park East Business Park
- Site 8: Coliseum Distribution Center
- Site 9: Convention Center & Alamodome
- Site 10: Kelly USA

SUBZONES

- Site 80-B: Colin Medical Instruments Corporation
- Site 80-D: R.G. Barry Corporation

Qualified HUBZone Census Tracts



San Antonio, Texas
 The City of San Antonio is a city in the state of Texas. It is the fifth largest city in Texas and the largest city in the state of Texas. It is a major center for commerce, industry, and culture. It is a major center for commerce, industry, and culture. It is a major center for commerce, industry, and culture.

Legend

- | | |
|--------------------------------|--------------------|
| City of San Antonio | Bexar County |
| San Antonio ETJ | Brooks City Base |
| Cities and Towns | KellyUSA |
| Edwards Aquifer Zoning Overlay | Qualified HUBZones |



City of San Antonio
 Planning Department
 1001 N. Nueces Street, 10th Floor
 San Antonio, Texas 78205





SECTION III.

Incentive Fund Grant for Qualifying Companies





COMMUNITY INFRASTRUCTURE AND ECONOMIC DEVELOPMENT (CIED) FUND

Program Description:

The City of San Antonio, in partnership with CPS Energy, offers a unique incentive to qualifying companies to help fund electric and other site-specific capital improvements. This incentive is called the Community Infrastructure and Economic Development (CIED) Fund. Potential funding from the CIED Fund will vary based upon the level of positive impact (net new kWh sales and incremental electric base rate revenues) the project has on the CPS Energy system. Qualifying companies may be eligible for CIED Fund grants to offset the cost of acquisition, design, construction, financing, and development of public improvements (e.g., electric facilities, rights-of-way, easements, publicly-owned facilities).

Program Eligibility Criteria:

- ☐ Grant proceeds must be utilized on public infrastructure and facilities.
- ☐ Company operations must require substantial usage electricity and generate new revenue for CPS Energy.
- ☐ Grant proceeds may require execution of an exclusive service contract with CPS Energy.

How to Apply:

Application and Approval Process:

- ☐ Companies must complete an initial application through the Economic Development Department to CPS Energy.
- ☐ CPS Energy will complete a cost-benefit analysis and evaluate projected electrical energy usage, new revenue and CPS Energy infrastructure costs.
- ☐ CPS Energy will determine the company's eligibility for CIED Funding, the maximum amount available and qualifying infrastructure expenditures, to include CPS Energy infrastructure costs.
- ☐ City staff will recommend City Council approve a resolution recommending the use of CIED Funds for consideration by the CPS Energy Board of Directors.
- ☐ CPS Energy Board of Directors will consider and act on the City's Recommendation for CIED funding.

For further information or to apply, please call (210) 207-8080.



SECTION IV.

Industrial Development Bonds



Program Description:

The City of San Antonio has created non-profit corporations for the purpose of financing certain types of development through bonds or loans. The **Industrial Development Authority (IDA)** can issue taxable and tax-exempt bonds to acquire land and construct industrial or manufacturing facilities with a development cost under \$10 million. The **Health Facilities Development Corporation (HFDC)** can issue tax-exempt bonds for non-profit organizations toward the development of health care facilities. The **Education Facilities Corporation (EFC)** may issue tax-exempt bonds for capital improvements at institutions of higher education, as well as accredited schools, providing primary and/or secondary education services.

Bond financing may permit borrowers to finance an entire project, including equipment. The feasibility of a prospective bond financing will be largely determined by the financial strength of the borrower and the credit worthiness of a transaction. Industrial Development Revenue Bonds may be subject to an annual state allocation. In conjunction with legal counsel specializing in such transactions, we will work with a prospective borrower and their underwriters, advisors, and legal counsel to structure a feasible bond issue.

Borrowers must pay two fees to these conduit bond corporations: (1) an application fee of \$2,500 and (2) an issuance fee of \$20,000 at closing.

In addition to conduit financing, the South Texas Business Fund (STBF) has always recognized the diversity of small businesses and their needs (See STBF Section). They offer loan products that range from \$15,000 to \$4 million, with longer terms and competitive fixed rates. They work closely with the U.S. Small Business Administration (SBA), the U.S. Economic Development Administration (EDA), the U.S. Department of Housing and Urban Development (HUD), and area banks in offering various loan programs to their customers.

How to Apply:

For more information on bonds and loans, please contact the Economic Development Department at (210) 207-8080.



SECTION V.

Workforce Development





CUSTOMIZED WORKFORCE TRAINING

Through an Agreement established with the Alamo Community College District (ACCD) in March 2001, the Economic Development Department offers customized training assistance through ACCD as an incentive to businesses seeking to relocate, retain, or expand their operations within San Antonio.

Recent surveys of American corporations state that a trained and ready workforce is one of the most essential assets a community can offer to businesses. These workers must have significant skills and education in order to meet the needs of employers in aerospace, biotechnology, or other industries. Recognizing the critical link between education and high paying jobs, the Alamo Community College District (ACCD), local school districts and universities, Alamo WorkSource Development and Project Quest are committed to creating and promoting advanced education and training standards that will provide workers to meet the needs of growth industries.

Program Eligibility Criteria:

Grant assistance will be based on investment and job creation.

Program Benefits:

- ☐ Training may be customized to fit the specific needs of a company or its employees.
- ☐ Training may be conducted at any of ACCD's campus locations, or on-site at the workplace.
- ☐ Customized training assists in the development of skilled personnel to meet the ever-changing workforce needs of businesses.
- ☐ Customized training assists in the development of personnel job skills to enrich the work experience and educational attainment of current and future employees.

Workforce Development Initiatives:

- ☐ **Workforce Solutions-Alamo (WS-A):**
Workforce Solutions-Alamo (WS-A) serves as the leadership and governing board for the regional workforce development system. The mission of WS-A is to ensure that the workforce system and human development services it provides makes the region's employers and residents more competitive in the global economy. Its responsibilities include strategic planning, investment of state/federal workforce development funds, and program evaluation. WS-A has established a network of one-stop career centers throughout the 12-county Alamo area and has undertaken a series of labor market studies to address the future employment needs of targeted industries.
- ☐ **Project Quest:**
Originated by COPS/METRO Alliance, this nationally recognized public/private model training program provides participants with high-skill educational training required for long-term employment and living wage incomes. The program identifies demand employment occupations in a specific industry and provides customized training to participants to meet industry needs.

How to Apply:

For additional information on customized training incentives offered through the Economic Development Department (EDD), please call (210) 207-8080. For more information on the various training programs offered by

the Alamo Community College District, visit the ACCD web site at www.accd.edu; for Workforce Solutions-Alamo, visit www.alamoworkforce.org/ or for Project Quest, visit www.questsa.com.

INDUSTRY WORKFORCE TRAINING

The Alamo Community College District (ACCD) conducts a variety of vocational training programs at its St. Philips College-Southwest Campus, located at 800 Quintana Road in the eastern annex of Port San Antonio. These workforce programs target a variety of students, from high school youth preparing for a competitive future career, to retraining existing workforce participants to keep them competitive in their vocation and make them a viable resource for local industry employers. Vocational training aids the development of specific personnel job skills and aptitudes to meet the needs of businesses. Training can also be customized to fit specific training needs. Classes are conducted at ACCD's Southwest Campus, or at a business site, if needed.

The Alamo Area Academies are a unique workforce development partnership of the City, ACCD, all the local public school districts, AlamoWorkSource and dozens of local employers. The Academies create the trained workforce of the future by allowing high school students from San Antonio and surrounding areas to earn dual college credit hours while learning the skills employers have specified as vital for entry to highly-paid careers in San Antonio's driver industries. Students gain hands-on technical experience while concurrently pursuing their high school diplomas. In addition, students gain "real-world" work experience through an employer-sponsored salaried internship conducted during the summer between their junior and senior year. Upon graduation from high school, Academy graduates may pursue a career in one of the participating industries and continue their studies toward a two-year or four-year college degree, or both.

- ☐ Alamo Area Aerospace Academy (AAAA):
AAAA opened its doors in August of 2001. AAAA graduates have earned nearly half the credits they need to become FAA-certified airframe and powerplant mechanics. More than 100 AAAA graduates are already at work in San Antonio's aerospace industry.
- ☐ Information Technology & Security Academy (ITSA):
In order to provide skilled workers for San Antonio's growing information technology and security sector, the Information Technology & Security Academy was established in 2002. ITSA will produce its 100th graduate in May 2007. Since the start of the program, every ITSA graduate has gone on to a two or four-year college program, feeding the pipeline of skilled employees for San Antonio's growing information technology and security industry.
- ☐ Manufacturing Technology Academy (MTA):
With the strong support of the San Antonio Manufacturers Association, the Manufacturing Technology Academy opened in the Fall of 2004 to provide graduates with advanced manufacturing process training for local manufacturers. The first graduates of the two-year program were eagerly recruited by local manufacturers when they completed their studies in May 2006.
- ☐ Information Technology and Security Academy:

How to Apply:

For information about the Alamo Area Aerospace Academy, the Information Technology & Security Academy or the Manufacturing Technology Academy, please call the Academies office at (210) 932-5756.